

# KBVO, KBVO-CD, KHPB-CA, KHPF-CA, KHPG-CA, KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KNVA, KXAN

## EEO PUBLIC FILE REPORT

April 1, 2013 - March 23, 2014

### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Receptionist/Administrative Assistant	2-3, 5, 7-9, 11, 15, 21-22, 24-25, 29-33, 35, 37	2
Studio Operator - Regular Full Time	3-7, 9, 11, 15, 19, 21-22, 25, 29-35, 37	21
News Associate Producer	3-5, 7, 9, 11, 13-15, 17-18, 21-22, 25-26, 29-33, 35, 37	13
News Producer	3-5, 7, 9, 11-12, 14-15, 18, 21-23, 25, 29-33, 35, 37	12
Research Director	4-5, 7, 9, 11-12, 15, 17, 21-22, 24-26, 28-33, 35, 37	17
Multiplatform Journalist	3-5, 7, 9, 11, 14-15, 18, 21-22, 24-25, 29-33, 35, 37	35
Promotion Producer	1, 3-5, 7, 9, 11, 15, 21-22, 25-26, 29-33, 35, 37	21
News Producer	3-5, 7, 9, 11-12, 14-18, 21-25, 29-33, 35, 37	16
News Producer	3-5, 7, 9, 11-12, 14-18, 21-25, 29-33, 35, 37	31
News Producer	3-5, 7, 9, 11-12, 14-18, 21-25, 29-33, 35, 37	17
Digital Account Executive	3-5, 7-12, 15, 17, 20-22, 25-27, 29-33, 35-38	12
Multiplatform Journalist	3-4, 7-9, 11, 14-15, 17-18, 21-22, 25, 29-33, 35, 37	35
Multiplatform Journalist	3-4, 7-9, 11, 14-15, 17-18, 21-22, 25, 29-33, 35, 37	17
Sales Assistant	3-4, 7-9, 11, 15-16, 21-22, 24-26, 29-33, 35, 37	21
Account Executive	3-4, 6-9, 11-12, 15, 21-22, 25-26, 29-35, 37	21
DESKTOP SUPPORT/WINDOWS ADMINISTRATOR	3-4, 6-9, 11-12, 15-16, 19, 21-22, 25, 28-29, 31-33, 35, 37	21
Assistant News Director	3, 7-9, 11, 14-15, 21-22, 25, 29-33, 35, 37	35

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (602) 954-8373 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	0
2	Agency Referral Michelle Laborde	N	2
3	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : <a href="http://www.awmaustin.org">http://www.awmaustin.org</a> Beth Bobbit Manual Posting	N	0
4	Asian American Journalists Assoc. 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415 346-2051 Url : <a href="http://www.aaja.org">http://www.aaja.org</a> Email : <a href="mailto:national@aaja.org">national@aaja.org</a> Kathy Chow	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
5	Austin Area Urban League 1825 E. 38 & 1/2 Street Austin, Texas 78722 Phone : 512) 478-7176 Url : <a href="http://www.aaul.org">http://www.aaul.org</a> Email : <a href="mailto:debra_slider@aaul.org">debra_slider@aaul.org</a> Fax : 1-512-478-1239 Debra Slider	Y	0
6	Austin Community College 1212 Rio Grande Austin, Texas 78765 Phone : (512) 223.2012 Url : <a href="http://www.austincc.edu">http://www.austincc.edu</a> Amber Kelley Manual Posting	N	0
7	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Fax : 1-512-257-7179 Jay Rubin	N	0
8	Austin School of Film 1634 East Ceasar Chavez Stret Austin, Texas 78703 Fax : 1-512-857-1082 Anne Goetzmann Kelley	N	0
9	Austin's Black Newcomers Association P.O. Box 150484 Austin, Texas 78715 Email : <a href="mailto:info@austinsblacknewcomers.org">info@austinsblacknewcomers.org</a> Monica Anderson	N	0

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10	Call In	N	1
11	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-3000 Url : <a href="http://www.concordia.edu">http://www.concordia.edu</a> Email : <a href="mailto:joyce.sinclair@concordia.edu">joyce.sinclair@concordia.edu</a> Joyce Sinclair	N	0
12	Employee Referral Jose Torres	N	9
13	Former Intern	N	2
14	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : <a href="http://www.magid.com">http://www.magid.com</a> Email : <a href="mailto:bfrye@magid.com">bfrye@magid.com</a> Fax : 1-319-377-5861 Barbara Frye	N	0
15	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3000 Url : <a href="http://www.cdg.htu.edu">http://www.cdg.htu.edu</a> Fax : 1-512-505-3142 Paul Livingston	N	0
16	Indeed.com	N	5
17	Internal Candidate	N	7

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18	Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : (573) 882-1984 Url : ire.org Email : jobpostings@nicar.org Mark Horvit	N	0
19	ITT Tech 6330 Hwy 290 E. Austin, Texas 78723 Phone : (512) 467-6800 Url : <a href="http://www.itt-tech.edu/campus/school.cfm?lloc_num">http://www.itt-tech.edu/campus/school.cfm?lloc_num</a> Fax : 1-512-467-6677 S, Pandya	N	0
20	Job posting on internet	N	3
21	KXAN 908 W. MLK Blvd. Austin, Texas 78701 Phone : 512-703-5221 Url : <a href="http://www.kxan.com">http://www.kxan.com</a> Email : rachel.steading@kxan.com Rachel Steading	N	28
22	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : <a href="http://www.linmedia.com">http://www.linmedia.com</a> Email : KXAN_KNVA_TV@linmedia.com Claudia Balcewicz	N	1

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23	Linked In	N	2
24	Media Post Publications 1140 Broadway 4th Floor New York, New York 10001 Phone : 212-204-2000 Url : <a href="http://www.mediapost.com">http://www.mediapost.com</a> Fax : 1-212-204-2038 Kenneth Fadner	N	0
25	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0
26	National Sales Network 1701 S. Mays St. Round Rock, Texas 78664 Phone : 512-426-4100 Url : <a href="http://www.nsnaustin.org">http://www.nsnaustin.org</a> Email : <a href="mailto:connect@nsnaustin.org">connect@nsnaustin.org</a> Antoine Johnson	N	0
27	SND Publications 167 Oakdale Rd Johnson City, New York 13790 Phone : 877-526-2823 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Gene McKay Manual Posting	N	0

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28	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Email : <a href="mailto:mclappe@sbe.org">mclappe@sbe.org</a> John Poray	N	0
29	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : <a href="http://www.southwestern.edu">http://www.southwestern.edu</a> Fax : 1-512-863-5788 Gerald Brody	N	0
30	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : <a href="http://www.stedwards.edu">http://www.stedwards.edu</a> Fax : 1-512-448-8549 Barbara Henderson	N	0
31	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.TAB.org">http://www.TAB.org</a> Email : <a href="mailto:craig@tab.org">craig@tab.org</a> Fax : 1-512-322-0522 Craig Bean	N	12

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32	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : <a href="http://www.txstate.edu">http://www.txstate.edu</a> Fax : 1-512-245-3993 Karen Julian	N	0
33	Texas Workforce Commission 3401 Webberville Rd Bldg 1000 Austin, Texas 78702 Phone : 512-223-5400 Url : <a href="http://www.twc.state.tx.us">http://www.twc.state.tx.us</a> Fax : 1-512-223-5463 Allen Miller	N	0
34	The University of Texas 1 University Station Austin, Texas 78712 Phone : 512.471.9421 Url : <a href="http://www.utexas.edu">http://www.utexas.edu</a> Matt Berndt Manual Posting	N	0
35	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	10

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36	TV Technology 810 Seventh Avenue New York, New York 10019 Phone : (703) 852-4634 Url : <a href="http://www.tvtechnology.com">http://www.tvtechnology.com</a> Jessica Striano Manual Posting	N	0
37	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-225-0355 Email : <a href="mailto:janet.arnold@unitedwaycapitalarea.org">janet.arnold@unitedwaycapitalarea.org</a> Janet Arnold	N	0
38	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>83</b>

LinkedIn.com  
2029 Stierlin Ct Ste 200  
Mountain View, CA, 94035  
(650) 687-3600  
Jeff Weiner  
<http://www.linkedin.com>

Indeed.com  
7501 N Capital Of Texas Hwy, Bldg B, Austin, TX 78731  
(512) 459-5300  
Paul Forster  
<http://indeed.com>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	4/1/2013	Establishment of an intern program designed to assist members of the community	The employment unit maintains an internship program open to college students in their junior or senior years currently enrolled in a broadcast or journalism related degree field.	12	Executive Producer Chief Photojournalist Senior Promotion Producer Business Administrator	1.00
2	7/31/2013	Participation in Job Fairs	National Association of Black Jouranlists - LIN Media HR Managers attended the association's annual convention and job fair.	2	HR Manager HR Manager	0.25
3	1/14/2014	Establishment of training programs for station personnel	Management and Leadership Training for Executive Producers Joshua Hinkle and Haley Cihock through the University of Texas Professional Development Center	2	Executive Producer Executive Producer	1.00
4	2/19/2014	Establishment of training programs for station personnel	Headline Writing - How to write more engaging headlines to drive digital content consumption	32	Digital Director Executive Producer Main Anchor Anchor/Reporter	1.00
5	2/26/2014	Establishment of training programs for station personnel	Intellectual Property Training - News and Digital personnel were trained by LIN Legal Counsel on intellectual property	32	Chief Photographer Executive Producer MPJ Producer	1.00
6	3/1/2014	Participation in scholarship programs	The Employment Unit participates & promotes LIN TV's minority Scholar Program. The Scholarship Program awards two-year scholarships to ambitious students who are pursuing a wide spectrum of goals in or relating to broadcast television and digital media, ranging from producing and engineering to broadcast journalism, community affairs and sales. Students are selected to receive the Minority Scholarship because of their academic achievement, their passion for broadcasting and their desire to contribute to the overall advancement of the industry.	1	General Manager	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>5.25</b>